

**Assistant Director of Forensic Mental Health Services  
Denver & Mountain Regions**  
**Open Position--Full Time, Salaried, Exempt**

**ABOUT OUR ORGANIZATION**

La Cocina is a purpose-driven multicultural and multilingual community codesigned mental health agency leading Latinx health equity and social justice in Colorado. The organization's multidisciplinary team provides a range of services aimed at reducing inequities in mental health care by creating opportunities and generating offerings for Latinx families and communities to come together and heal through culturally attuned social-emotional support services in Spanish or bilingually (Spanish-English). As well, La Cocina's services include a wide range of psychological and psychotherapeutic services for children, adults and families; as well as structured therapy groups and Charlas for adults and adolescents. The agency also offers peer-supported programs, case management, and forensic assessment services for individuals in immigration proceedings. Our teams provide trauma-informed and developmentally sensitive mental health services to Spanish-speaking Colorado families living in six+ counties, including Larimer, Weld, Eagle, Summit, Garfield, and greater Denver. La Cocina currently seeks a full-time, salaried, Assistant Director of Forensic Mental Health Services to oversee the strategic management and clinical work of the agency's Mind Over Border Program, which conducts bilingual (Spanish-English) forensic mental health assessments and brief psychotherapy support to immigrant children & families. The Mind Over Border program also oversees La Cocina's advocacy and community education program, working with La Cocina's Liberation Psychology framework to promote mental health equity for Latinxs living in Colorado.

**ABOUT THIS POSITION**

The Assistant Director of Forensic Mental Health Services of La Cocina's Denver headquarters is an experienced clinical psychologist who provides leadership, oversight, programmatic direction, and clinical supervision in the organization's Mind Over Border Program. In this role, the Assistant Director supervises the work of clinicians, clinicians-in-training, a community organizer, and a program coordinator in support of La Cocina's bilingual forensic services and advocacy programming, all of which are offered remotely and in the agency's Denver location. The Assistant Director of Forensic Mental Health Services will work side-by-side with Denver's Assistant Director of Programs and Family Care, supervising and implementing best clinical practice standards that are aligned with La Cocina's mission, vision and values. Our Denver programs seek to reduce inequities in mental health care through services and programs that are culturally-relevant and fully bilingual in both Spanish and English. As well, Mind Over Border is a training site for bilingual clinicians working throughout Colorado, providing forensic and therapeutic services to immigrant Latinx clients across the lifespan, and leading key training opportunities that include mental health consultation and supervision for clinicians, trauma-informed mental health programming, group supports, and psychological evaluation services.

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## **RESPONSIBILITIES OF THE POSITION**

Denver's Assistant Director of Forensic Mental Health Services will be responsible for a series of supervisory, leadership and clinical tasks that include, but are not limited to, the following:

- Provides oversight, clinical supervision and training to the Mind Over Border multidisciplinary team, which includes clinicians, clinicians-in training, a community organizer and a program coordinator.
- Oversees all forensic mental health evaluations and services; this includes utilizing best practice approaches and innovation in care to make bilingual (Spanish-English) forensic mental health assessments fully accessible to Latinx individuals in immigration proceedings.
- Assists the Executive Clinical Director with recruiting, hiring, and training qualified individuals to provide culturally relevant forensic services and psychotherapy/social-emotional supports to Spanish-speaking families and individuals.
- Provides ongoing culturally responsive reflective clinical supervision (individual and group) to interdisciplinary team members, and in some cases with external groups working with Latinx immigrant children and families.
- Supervises developmentally sensitive, trauma-informed individual, family and/or group psychotherapy services to Spanish-speaking families in the Mind Over Border Program and is able to train others in these service provisions.
- Supervises the work of program managers and program coordinators in managing team referrals and the waiting list, responding to services requests in a timely manner, planning and organizing therapy groups in response to community input, planning & executing community events and Charlas, and collecting client feedback on these activities.
- Supervises key aspects of community-engagement and community-participatory data collection, and conducts program evaluation(s) as needed to obtain agency and program data used in developing and designing high quality, culturally attuned community services and programs.
- Assists the Executive Clinical Director with managing key aspects of program, grant, and/or contract requirements and deliverables, and is able to support contractual compliance by ensuring that all service commitments, documentation, and budgetary requirements are followed in accordance with La Cocina's excellent standards of care.
- Proficient in oversight and enforcement of DORA (Department of Regulatory Agencies/Colorado) requirements & compliance and works with La Cocina's senior administrative staff to provide oversight of the agency's clinical filing systems, as well as to ensure that clinicians' documentation is maintained in accordance with all DORA statutes.
- Executes on management tasks of the Mind Over Border team, including but not limited to, staff training, overseeing staff evaluation processes, issuing staff feedback, contributing meaningfully to leadership meetings and processes, upholding standard operating procedures, and overseeing administrative tasks relevant to the Assistant Director's role.
- Supports outreach, marketing and communications tasks, and thinks creatively about how best to utilize these supports to add value to the Mind Over Border program.

- Assists with other tasks and responsibilities as deemed necessary and relevant to the position, and as indicated by the Executive Clinical Director.

### **MINIMUM REQUIREMENTS**

- Must be licensed as a Psychologist by DORA in the state of Colorado or be eligible for DORA licensure within six months of becoming employed with La Cocina.
- Must hold either a Psy.D. or Ph.D. in relevant psychology field.
- Minimum three years post-licensure clinical and supervisory experience, or equivalent clinical and/or management experience that includes conferral of a Colorado license within six months of accepting the position.
- Fluent in Spanish and English.
- Demonstrated clinical skill in psychological assessment/evaluation, treatment and crisis intervention while working from a Latinx social justice perspective.
- Supervisory experience and ability to consult on clinical and staff management issues.
- Experience training & managing staff, providing feedback and assisting with issue resolution.
- Work collaboratively with a multidisciplinary team, and with legal and non-profit partners to ensure each individual referred to the program receives excellent and holistic care.
- Keen awareness and sensitivity around issues of cultural relevancy, specifically related to work with Latinx communities. This includes proficiency and sensitivity recognizing and working with oppression, discrimination, racism, and white fragility.
- Willingness to learn and engage with La Cocina's abolitionist principles in clinical practice.
- Must have excellent communications skills, including written and verbal communications, with the ability to produce a wide range of professional and clinical written products, including psychological and mental health assessments, reports, correspondence, curricula, HR documents, operating procedures, etc.
- Must carry own malpractice insurance and be willing to undergo a full background check.

### **PREFERRED QUALIFICATIONS**

- Leader in Latinx social justice movements, and/or experienced in Latinx health equity community work.
- Experience developing, implementing, and evaluating new programming.
- Some grant writing experience is useful in this position.
- Experienced at working across disciplines and areas of collaboration, including with external partners who are not clinicians.
- Experience working with children and/or adolescents.
- Ability to apply a trauma-informed approach.
- Experience/training providing reflective supervision.
- Experience with outreach and marketing.
- Expertise with program and/or project management.

**WHO WILL SUCCEED IN THIS POSITION?**

The individual hired into this position will have the unique opportunity to lead and implement mental health programming, including forensic mental health programming, born of social justice tenets specifically aimed at reducing systemic oppression for Latinx immigrant communities. To this end, qualified individuals who will succeed will be able to balance the demands of traditional clinical practice with innovation and care for engaging BIPOC (Black, Indigenous, People of Color) communities directly. Additionally, this individual will be excited about learning new models of Latinx psychology, as well as interested in working from an equity and inclusion lens that includes cultural humility and Liberation psychology principles. The ideal candidate will be committed to self-reflection and personal growth, and will balance those values with excellent clinical service skills.

**Supervisor(s):** Position reports to the agency's Executive Clinical Director in La Cocina's Denver office(s).

**Hours:** Full Time, salaried position with flexible hours, as the work requires availability some evenings and weekends.

**Location:** Due to the COVID-19 pandemic many of La Cocina's activities continue over secure Telehealth services, and/or virtual platforms. The right candidate will be effective leading from home at times and working in person and/or supervising staff in the office otherwise, and while following strict health care standards for in-person services delivery. Although many of our services are provided via telehealth, this position requires the clinician to both reside and be licensed to provide clinical services in the state of Colorado. A grace period of six-months may be observed for out-of-state applicants, or for professionals going through the licensure process. In person services and/or supervisory tasks of the Assistant Director of Forensic Services, Denver Colorado, will primarily occur in Denver and remotely in other Colorado regions.

**Benefits:** Eligible for benefits.

**Compensation:** Competitive and based on experience, education, licensure status, and motivation for contributing to a Latinx community liberation mental healthcare model. Salary range is \$75,000 to \$95,000 annually depending on experience and/or organizational culture-add.

**Additional compensation:** Out of town applicants may be eligible for a relocation stipend/moving costs.

**Contact:** Please send questions to [Hola@lacocinahome.org](mailto:Hola@lacocinahome.org). No phone calls please.

**To apply:** Please send cover letter and CV to [Hola@lacocinahome.org](mailto:Hola@lacocinahome.org). La Cocina will accept applications until the position is filled. Only qualified applicants will be contacted.

*La Cocina is an equal opportunity employer that centers diversity, equity and inclusion in the workplace. We encourage applications from BIPOC (Black, Indigenous, People of Color) persons, immigrants, women, members of the LGBTQ+ community, and other underrepresented and/or under-resourced groups. La Cocina does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, disability, marital status and/or veteran status. La Cocina's mission is to dismantle systems of oppression and co-design paths to liberation by making culturally relevant mental health services fully available to Latinxs living in Colorado.*